UNITED NATIONS DEVELOPMENT PROGRAMME

UNDP GENDER EQUALITY STRATEGY 2022-2025

2024 ANNUAL REPORT

FOREWORD

The world is navigating a turbulent era—marked by climate disruption, conflict, economic volatility, and democratic erosion. These crises do not affect everyone equally. Women and girls, especially those living amidst violent conflict and fragility, continue to bear the brunt of systemic inequalities and discriminatory norms. Hard-won gains toward gender equality are now at risk of reversal.

Against this backdrop, the United Nations Development Programme (UNDP) completed the third year of implementing our Gender Equality Strategy 2022-2025. We are not only on track but delivering results at scale. In 2024 alone, nearly 300 million women gained access to essential and financial services through UNDP-supported initiatives. 140 million women were supported to vote and lead, backed by reforms in fiscal and tax systems that strengthened inclusion. We also witnessed women taking stronger leadership roles in peace processes, clean energy reaching more households, and UNDP becoming a more inclusive institution.

These achievements are made possible via partnerships—with governments, civil society, the private sector, and the broader UN system. They also reflect the commitment of UNDP colleagues in more than 170 countries who, every day, help to advance women's rights and opportunities. The impact is clear: investments in women drive broader progress. Clean energy access for millions of women translated into better livelihood opportunities, business growth, and more time for education, work and leisure —benefiting not only women but entire communities. Countries building comprehensive care systems are breaking barriers to women's rights, creating jobs and transforming economies. Supporting women as local mediators has helped resolve land and community disputes, while strengthening social cohesion and tackling gender-based violence.

Yet, at today's pace, achieving gender equality will take decades beyond the 2030 deadline. We cannot afford to wait as global crises intensify, fiscal space shrinks, and biased social norms persist. As part of the United Nations family, and alongside key partners like UN Women, UNDP is committed to driving meaningful change through policies, partnerships, and systemic solutions that empower women and accelerate the achievement of the Sustainable Development Goals.

Photo: UNDP/Fouad Juez

Haoliang Xu
Acting Administrator
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UNDP 2024 HIGHLIGHTS

In 2024, UNDP supported:

POVERTY AND INEQUALITY

137 MILLION WOMEN accessed essential services

102 COUNTRIES partnered with feminist and women´s organizations

139 MILLION WOMEN to obtain financial services

28 COUNTRIES to reform fiscal policy in favor of gender equality

16 COUNTRIES to enhance integrated care systems

266,000 PUBLIC SERVANTS build skills through the Gender Equality Seal

GOVERNANCE

40 COUNTRIES to support women's access to justice services

RESILIENCE

1.3 MILLION WOMEN living in crisis contexts supported to gain jobs and improved livelihoods

20 COUNTRIES to enhance recovery plans with gender analysis

ENVIRONMENT

6.8 MILLION WOMEN to benefit from initiatives to protect nature

100 COUNTRIES to close gender gaps in natural resource management and boost women's leadership

63 COUNTRIES to implement the women's empowerment aspects of their national climate plans

ENERGY

27 COUNTRIES to mobilize USD139 million for clean cooking programming

17 MILLION WOMEN to benefit from initiatives to protect nature

GENDER EQUALITY

47 COUNTRIES to advance women's leadership and equal participation

140 MILLION WOMEN to register to vote

41 COUNTRIES to implement laws, policies, and action plans to stop violence against women

36 COUNTRIES to shift negative social norms

Advancing gender equality: a high-impact area of work

65% of 380 external stakeholders[1] view UNDP's work for gender equality as an area of great interest – and 89% consider UNDP uniquely effective in it.

NAVIGATING CHALLENGES. DELIVERING RESULTS.

The third year of implementation of UNDP's **Gender Equality Strategy 2022-2025** was marked by overlapping global crises—from conflict and climate change, to economic inequality and polarization. These challenges tested UNDP's ability to manage uncertainty while sustaining development progress. But a midterm review of the corporate strategic plan confirmed that integrated solutions—where gender equality is at the heart—are advancing women's empowerment and driving systemic change. In fact, advancing gender equality is one of UNDP's most vital contributions to human and sustainable development.

But it is seldom easy. In 2024, resurging crises, deepening inequalities, and declining development financing and increasing debt distress undermined investments in women's empowerment, threatening hard-won gains. The digital divide further excluded millions—especially women and girls in low-income communities—from the benefits of digital transformation.

Despite these setbacks, UNDP remained committed to transformative change. Through strategic partnerships and accelerator actions, it addressed urgent human development needs, upheld human rights, and catalyzed structural shifts. Initiatives across UNDP's six signature solutions reached 300 million people with improved services. By working more closely with local women and communities, UNDP strengthened sustainability and resilience through collaborative problem-solving – with structural changes toward equality for all as the end-goal.

[1] Including foundations, governments, private sector firms, civil society organizations, vertical funds and academia.

ADVANCING WOMEN'S EMPOWERMENT AND GENDER EQUALITY ACROSS SIGNATURE SOLUTIONS

With governments as core partners, UNDP follows a context-specific, country-driven approach, where national development priorities and choices frame country programmes that can advance women's equal opportunities, influence and resilience – key for and in line with the 2030 Agenda for Sustainable Development.

The **Gender Equality Strategy 2022-2025** focuses on closing structural inequities, meeting the needs of people now while also putting in place reforms for more equal and sustainable future. Aligned to **UNDP's Strategic Plan 2022-2025**, accelerators for progress span each of UNDP's six Signature Solutions:

Signature Solution 1: Poverty and Inequality

In 2024, UNDP continued to address women's immediate needs for essential services, finance, digital assets, and sustainable livelihoods, while expanding support for economic, fiscal and tax reforms in favor of gender equality, strengthened social protection floors and integrated care systems.

Shrinking fiscal space—driven by debt servicing, limited tax bases, and low domestic resource mobilization—reduced public investments in social services, disproportionately affecting women. In response, **UNDP supported 57 countries to strengthen social protection and care systems, up from 43 in 2023.** These efforts expanded access, improved data-driven decision-making and integrated the prevention of violence against women. In **Cambodia**, over 140,000 women-headed households were registered for social protection. UNDP's work to strengthen care systems in 16 countries included legal reforms in **Argentina, Colombia, Panama**, and the **Republic of Korea**. In **North Macedonia**, efforts focused on formalizing unpaid care work and creating flexible employment pathways for marginalized women.

MORE 2024 HIGHLIGHTS

137 million women accessed essential services in 2024 – up from 94 million in 2023, and 139 million women obtained financial services in 2024 – up from 28 million in 2023.

In **Latin America**, UNDP and the CAF development bank partnered with seven banks to develop inclusive financial products, benefiting over 44 million clients.

UNDP supported 28 countries in initiating national fiscal reforms, while also advancing local planning and budgeting.

Ten African countries, including **Ethiopia, Lesotho**, and **Rwanda**, developed integrated national financing frameworks.

UNDP expanded support for private finance aligned with gender equality in 19 countries.

In **Mexico**, a financial inclusion model provided women with climate risk insurance and launched 18 cooperatives in Morelos to support entrepreneurship.

EQUANOMICS: Making fiscal policies work for gender equality

In 2024, UNDP's flagship programme, EQUANOMICS, continued to align fiscal policy reforms with equality goals by examining public revenue and expenditure. Through national dialogues, diagnostics, and capacity-building, EQUANOMICS helped governments identify and correct gender biases in tax and spending systems.

In **Lebanon**, a joint EQUANOMICS and Tax4SDGs team supported the Ministry of Finance in reviewing the gendered impacts of taxation. This led to the creation of the Gender Observatory on Taxation—a pioneering tool for collecting and analyzing sex-disaggregated tax data. In **Mongolia**, UNDP partnered with the General Tax Authority and Ministry of Finance to revise personal income tax provisions to support women's labor force participation. **Costa Rica** integrated women's rights in nine institutional budgets and strengthened the capacities of 24 institutions to advance gender equality through public finance.

Signature Solution 2: Governance

In 2024, UNDP advanced women's participation, influence and leadership in governance, recognizing the growing evidence that their presence fosters trust, strengthens legal protections, and improves social welfare and transparency.

UNDP partnered with women's organizations across regions to support advocacy, address violence and build movements. In **Morocco**, collaboration with local organizations led to targeted support for women in remote areas, including self-employment and business development.

Through the Gender Equality Seal for Public Institutions, UNDP worked with governments in 30 countries to strengthen over 100 public institutions. By the end of 2024, 29 institutions had earned the Seal—8 gold, 13 silver, and 8 bronze—achieving institutional and policy reforms across sectors from transport to judiciary councils. In **Peru**, the General Comptroller's Office used the Seal process to improve services for survivors of violence. In **Guatemala**, the disaster risk agency became the first environmental institution globally to earn the Seal, enhancing Indigenous women's inclusion in local risk management.

The Seal helps get states ready for gender equality, showing concrete results as inspiration for others: 100% of Seal-awarded public institutions have adopted specific goals that advance equal opportunities, for example, while 100% also have policies and protocols for preventing and addressing sexual harassment. Eighty-one percent of institutions have mechanisms to collect sex-disaggregated data, 68% have specialized departments and dedicated budgets for gender equality and 77% have work-life balance policies, to name a few.

MORE 2024 HIGHLIGHTS

102 country offices partnered with women's organizations, including on women's rights advocacy in 89, violence prevention in 63, movement building in 29 and for climate action in 30.

266,000 public servants – from 100 institutions in 30 countries and across 11 sectors – engaged in the Gender Equality Seal for Public Institutions.

New research on women in justice in Africa catalysed advocacy for judicial leadership.

In **Indonesia, Lao PDR**, and **Thailand**, initiatives addressed women's underrepresentation in judicial leadership.

UNDP supported survivors of conflict-related sexual violence in **Colombia, Ethiopia, Kosovo, and Ukraine.**

Gender Justice Platform – Advancing access to justice

In 2024, the Gender Justice Platform—co-led by UNDP and UN Women—delivered critical progress in justice and security across more than 40 countries, up from 19 in 2023. Results included better service delivery, stronger mechanisms to address discrimination and gains in women's participation and leadership. It supported mentoring for prosecutors, investigators, and police in **Kenya** and Kosovo to combat impunity for international crimes. In **Afghanistan, Iraq, and Ukraine,** the platform strengthened civil society organizations to document conflict-related sexual violence and advocate for transitional justice. These efforts increased accountability and advanced justice in post-conflict settings.

Signature Solution 3: Resilience

In 2024, UNDP integrated gender equality across its resilience work, including in disaster risk reduction and management, support for employment and livelihood opportunities for women recovering from crises, and collaboration with women's rights organizations to increase women's leadership in peace and recovery.

Numerous integrated strategies successfully expanded women's access to critical resources for resilience, such as knowledge, land, credit, technology, social protection and care services. Programmes to support survivors of violence against women combined integrated economic empowerment with mental health care, improving resilience and economic participation.

UNDP supported early warning systems and disaster risk measures in countries such as **Cuba, Indonesia, Maldives, Myanmar, Samoa**, and **Yemen**, enhancing women's engagement and leadership. In **Ethiopia**, targeted interventions improved the resilience of women-headed households affected by landslides. In conflict-affected contexts, integrated data analytics informed conflict analysis in **Liberia, the Syrian Arab Republic**, and the **Sahel** including to target interventions for women's empowerment.

MORE 2024 HIGHLIGHTS

1.3 million women in 42 crisis-affected countries gained jobs and improved livelihoods through UNDP-supported programmes.

In **South Sudan**, UNDP partnered with trained volunteers to provide mental health and economic reintegration support to women associated with armed groups, contributing to peace and stability.

In **Ukraine** and the **Programme of Assistance to the Palestinian** People, UNDP supported women-led civil society organizations in delivering humanitarian aid and driving early recovery.

In **Afghanistan**, UNDP sustained women's participation in economic and social life through remote work, digital skills training, and community-led initiatives.

UNDP updated its gender and recovery toolkit and launched new early recovery packages to prioritize women's leadership and needs from the onset of crises.

Resilience in action – Integrated recovery in Syria

In the **Syrian Arab Republic**, UNDP responded to a complex humanitarian crisis by improving women's access to long-term employment and partnering with 22 women-led civil society organizations. These partnerships strengthened women's leadership and supported the management of safe centres, which provided refuge to over 19,000 women and girls. The Fadfada platform, an innovative digital service, delivered remote mental health and psychosocial support to more than 13,000 women. This integrated approach not only addressed immediate needs but also laid the foundation for long-term resilience and recovery.

Signature Solution 4: Environment

Through 2024, UNDP and partners positioned women's empowerment at the heart of global environmental decision-making and action, helping to shape the outcomes of landmark negotiations on biodiversity, climate change, and desertification. Improved data and forward-looking research supported the integration of gender equality into national biodiversity and climate strategies and their harmonized implementation.

UNDP supported 6.8 million women—up from 5.3 million in 2023—to reduce environmental risks and promote the sustainable, equitable use of natural resources. In **India**, the SECURE Himalayas project, supported by the Global Environment Facility (GEF), combined conservation with sustainable livelihoods and women's empowerment. In **Tanzania**, climate vulnerability assessments informed local development planning that addressed women's needs.

With evaluations highlighting UNDP's step-change in linking environment and gender equality, the Nature Pledge is supporting 100 countries to close gaps in natural resource access and control and increase women's leadership in natural resource management. In 2024, 41% of completed GEF Small Grants Programme projects were led by women, and 86% promoted actions towards women's empowerment. Meanwhile, UNDP collaborated with women's organizations on climate advocacy in 30 countries, up from 22 the year prior.

MORE 2024 HIGHLIGHTS

44 countries strengthened institutional capacities to address gender inequality in environment, energy, and finance ministries.

Under the Climate Promise, UNDP helped 63 countries implement women's empowerment elements in their nationally determined contributions. In **Latin America and the Caribbean**, 26 countries integrated women's leadership into national climate plans.

Indigenous women's groups in **Cambodia, Colombia, Ecuador**, and **Kenya** contributed traditional knowledge to national climate and plans, resulting in advances in climate targets.

UNDP promoted gender equality in Green Climate Fund-financed REDD+ projects in **Brazil, Costa Rica, Ecuador, Ghana**, and **Indonesia**.

In **Colombia**, support for women of African descent advanced climate adaptation, biodiversity protection, and economic empowerment through mangrove restoration.

In **Indonesia**, the Kalimantan Forest (KALFOR) project provided women with skills and financial support for sustainable livelihoods and forest conservation.

Putting gender equality at the heart of environment planning – Tools for advocacy and action

During the 2024 global meetings on climate, biodiversity, and desertification, UNDP launched the *Nature for Gender Equality* activation kit to support policymakers and practitioners in prioritizing environmental action with women's empowerment objectives at its core.

The publication Integrated *Actions for Accelerated Impacts* showcased how countries are focusing on closing gender gaps and increasing women's empowerment as a key way to harmonize and improve national biodiversity and climate plans and results.

Signature Solution 5: Energy

Between 2022 and 2025, UNDP expects to scale the benefits of clean energy to 177 million people across 128 countries, including more than 88 million women. In 2024, UNDP expanded energy access for 17 million in 45 countries, a jump from 14 million in 37 countries in 2023, also increasing support for women's time poverty reduction, economic opportunity, and policy influence.

With a strong focus on clean cooking in 2024, UNDP helped mobilize $139 million in grants for clean cooking projects in 27 countries, reaching nearly 3 million people. A new clean cooking policy brief deepened insight and guidance to connect energy provision, climate resilience, women's empowerment and other development goals.

Multiple countries worked to align energy policy and governance systems to women's empowerment and leadership objectives, while improving access and opportunity for communities often left behind. In **Mongolia**, UNDP supported a transition from coal to solar-powered heaters focused on female-headed households and assisted the Ministry of Energy to implement its new Gender Equality Strategy and Action Plan.

MORE 2024 HIGHLIGHTS

In **Moldova**, as an emergency response to the sharp rise in crop prices caused by disrupted supply chains and energy shortages in war-torn Ukraine, UNDP helped women agricultural entrepreneurs adopt energy-efficient renewable energy solutions and equipped regional non-governmental organizations to build capacities to apply energy-smart solutions.

In **Eswatini**, **Ethiopia**, **Madagascar** and **Malawi**, Powering Gender Equality boosted women's businesses and incomes.

Powering Gender Equality – Strengthening women's influence and opportunities in a clean energy future

The Powering Gender Equality initiative demonstrated how clean energy can transform women's lives and livelihoods. In **Eswatini, Ethiopia, Madagascar and Malawi**, women-led cooperatives received energy-efficient technologies such as industrial baking equipment, which increased their production up to fivefold. UNDP also worked with energy ministries in all four countries to integrate gender equality into national energy policies and strengthen dialogue and coordination for women's empowerment in energy governance. These efforts not only improved livelihoods but also positioned women as leaders in the clean energy transition.

Signature Solution 6: Gender Equality

UNDP prioritizes advancing gender equality as a stand-alone Signature Solution, while also targeting accelerators for women's empowerment and gender integration across every aspect of its Strategic Plan. In 2024, the dedicated Signature Solution on gender equality continued to help countries implement the key priorities of the 1995 Beijing Declaration and Platform for Action, focusing on inclusive economies, equal representation, prevention of gender-based violence, reversing backlash, and improving gender data and intersectional analysis.

INCLUSIVE ECONOMIES AND WOMEN'S ECONOMIC EMPOWERMENT:

In 2024, UNDP supported 32 countries to eliminate barriers to women's economic participation, including access to finance, land, digital assets, and entrepreneurship. In **Sierra Leone**, support for women-led enterprises expanded operations into value-added sectors like baby food and cocoa, halving production times and creating jobs for young women.

UNDP worked in 28 countries to close the gender digital divide. In **Armenia**, a digital upskilling pilot increased women's employability and participation in the digital economy.

UNDP is steadily expanding support for women´s rights to land ownership. In **Togo**, public campaigns improved legal literacy for over 1,000 women on land rights. In **Kenya**, the Amkeni Wakenya initiative enhanced women's access to justice in property disputes. In **Panama**, over 500 women in the Canal Watershed gained land titles and increased participation in local governance.

EQUAL POWER AND REPRESENTATION:

UNDP supported the participation of 140 million women voters in 26 countries in 2024. In 47 countries, efforts to strengthen women's leadership in public institutions included support for women's networks, caucuses, and parliamentary committees.

In **Thailand**, capacity-building and advocacy enhanced the visibility of women politicians. In the **Gambia**, support for women leaders and grass-roots networks contributed to a 78.3% increase in women's representation in community structures and protection of legislation against female genital mutilation.

In **Georgia**, women's share of municipal decision-making roles rose to 30% in 2024, up from 13.4% in 2022, following UNDP advocacy with major political parties.

WOMEN'S LEADERSHIP IN PEACE AND RECOVERY:

UNDP supported women's participation in peacebuilding in 25 countries. In the **Philippines**, the Women Insider Mediators Platform helped maintain peace during elections and addressed local disputes and violence.

In **Iraq**, UNDP partnered with the security sector to challenge harmful norms and launched a national e-platform to monitor peace and security issues from a gender perspective.

In the **Programme of Assistance to the Palestinian People**, UNDP strengthened women's organizations to deliver legal aid, psychosocial support, and socio-economic services, reaching nearly 8,000 women. One-Stop Community Service Centres also provided higher education to over 77,000 students—65% of them young women.

PREVENTING AND RESPONDING TO GENDER-BASED VIOLENCE HIGHLIGHTS

UNDP supported 41 countries in 2024 to improve laws, policies, and services to end violence against women. In **Malawi**, an e-court platform reduced barriers to legal services and improved case management.

The Spotlight Initiative 2.0 launched in 2024. In Uganda, efforts in 12 districts led to a 1.5% increase in formal reporting of violence. In **Trinidad** and **Tobago**, over 600 police officers were trained to improve survivor response.

UNDP strengthened police capacities to address technology-facilitated violence, including in **Bosnia and Herzegovina, Côte d'Ivoire, Indonesia,** and **North Macedonia**.

REVERSING BACKLASH AGAINST GENDER EQUALITY

Building coalitions to advocate for women's rights is helping to protect gains and counter backlash. In Latin America, UNDP supported seven civil society organizations from **Argentina, Brazil, Colombia** and **Guatemala** to develop strategies against the backlash to gains toward equality.

CHANGING NEGATIVE SOCIAL NORMS:

UNDP implemented 486 initiatives in 36 countries to challenge harmful social norms. In **Bosnia and Herzegovina**, the Gender Equality Barometer highlighted persistent barriers and mobilized 2,000 women's rights advocates for systemic change.

BETTER DATA FOR POLICY MAKING

In 2024, 68 countries improved gender data systems. A care georeferencing tool in the **Dominican Republic, El Salvador, Honduras**, and **Peru** generated real-time data to inform care infrastructure planning. In **Serbia**, UNDP enhanced data on women in STEM and other sectors.

Integrating intersectionality for better country programmes

UNDP continues to collaborate on knowledge and tools to apply intersectional analyses. Through the Gender Equality Seal for Public Institutions, the Ministry of Management and Public Services Innovation in **Brazil** trained 500,000 public servants to integrate race considerations into policies and services. In **Montenegro**, local dialogues included Roma women in efforts to build community trust and resilience.

PARTNERSHIPS FOR ACCELERATING PROGRESS

In 2024, UNDP pursued new partnerships to foster collective leadership, deepen learning, and amplify diverse sources of knowledge and expertise.

COLLABORATING ACROSS THE UN SYSTEM

UNDP remained fully committed to the United Nations System Gender Equality Acceleration Plan and UN-SWAP 3.0, strengthening inter-agency coordination. In 2024, 101 UNDP country offices implemented the UNCT-SWAP Gender Equality Score Card, up from 94 in 2023. Forty-eight country offices co-chaired inter-agency gender theme groups.

UN-Women continued to be UNDP's primary partner for gender equality in 75 countries, including on strategic planning and joint programming. A notable collaboration supported the **African Union**'s High-Level Presidential Initiative on Positive Masculinity in Leadership, which led to a historic decision to develop the African Union Convention on Ending Violence Against Women and Girls.

UNDP also partnered with other UN entities. In **Libya**, the Ra'idat Programme—co-led by the UN Support Mission in Libya, UNDP, UN-Women, and UNICEF—trained young women in campaign planning, public speaking, and advocacy. With over 700 applicants, the programme has already led to women running for local office and launching community initiatives.

STRENGTHENING LINKS WITH CIVIL SOCIETY

UNDP continued to use its convening power to connect policymakers with women's organizations and movements. In 2024, over 100 country offices partnered with civil society to advocate for women's rights and expand civic space. In **Zambia**, UNDP brought together government, UN entities, and civil society to scale up prevention and response to violence against women, resulting in fast-track courts and one-stop centres, as well as community-led campaigns to shift social norms.

UNDP also worked with organizations advocating for the rights of women with disabilities. In **Montenegro**, it supported the drafting of a new Law on Unified Disability Assessment. In **Cabo Verde**, UNDP helped implement the Strategy for the Inclusion of People with Disabilities 2024–2030, including an inventory of social infrastructure and services with a focus on women.

LEAVING NO ONE BEHIND

UNDP expanded partnerships with non-traditional actors such as youth networks and faith-based organizations. In **Burkina Faso**, it trained young women leaders, religious figures, and over 160 civil society organizations on dialogue, conflict prevention, and care for survivors of violence, contributing to peacebuilding and social cohesion.

JOINING FORCES WITH ACADEMIA AND THINK TANKS

Collaboration with academic institutions and think tanks geared toward promoting women's leadership in 2024. In **Kosovo**, UNDP partnered with the University of Pristina's Department of Journalism to engage 100 young women in discussions on transitional justice. UNDP collaborated with the UN Department of Economic and Social Affairs and the University of Pittsburgh to support national action plans for women's leadership in public administration in **Bhutan, Lao PDR, Mauritius,** and **Senegal**.

DEEPENING DONOR ENGAGEMENT

UNDP strengthened collaboration with key donors through the Gender Equality and Women's Empowerment Funding Window. **Luxembourg** and the **Republic of Korea** continued to support flagship initiatives like EQUANOMICS. **France** doubled its investment in implementing the Women, Peace and Security agenda, enabling expanded support for women's leadership and economic recovery in crisis contexts. Partnerships with **Canada, Germany, Norway, Spain, the UK**, and new philanthropic partners such as the Hewlett and Gates Foundations, also flourished in 2024.

Tapping private sector power – Investing in shared goals

UNDP continued to harness private sector innovation to meet mutual objectives. In **India**, it partnered with the Ministry of Housing and Urban Affairs and the Gates Foundation to develop scalable childcare models through the Urban Care Coalition. These models are now being piloted in several cities.

Meanwhile, 161 energy, telecommunications and finance companies were awarded the Gender Equality Seal for Private Sector for institutionalizing business practices that benefit women and whole communities. Among certified financial institutions, the Central Bank of **Rwanda** launched the Not Alone policy to strengthen rural women's access to mobile money services, reaching over 8,500 women – 2,700 of whom used mobile money for the first time.

DRIVING DEVELOPMENT RESULTS FROM WITHIN: INSTITUTIONAL TRANSFORMATION

Committed to gender equality inside and out, UNDP maintained strong performance on UN-SWAP 2.0, meeting or exceeding 15 of 16 indicators.

UNDP's Gender Equality Seal continued to drive progress across country offices, with a record 66 offices receiving certification in 2024. A global Seal Awards Ceremony celebrated 11 gold, 30 silver, and 25 bronze recipients, including 13 crisis-affected countries. The 2025–2027 Seal programme will align with the UN Gender Equality Acceleration Plan and UN-SWAP 3.0 and introduce a new Green Seal track to boost gender equality outcomes in environment and energy initiatives.

Through 2024, UNDP strengthened its seven interconnected building blocks for institutional transformation: leadership, integration, learning and innovation, culture, funding, accountability, and communication.

with actor Uzo Aduba, and social media posts by UNDP Goodwill Ambassadors reached 8.5 million people.

Leadership: In 2024, 25 UNDP leaders—including Resident Representatives, Deputy Representatives, and Regional Hub Managers—completed the Leadership for Gender Equality Certificate, co-facilitated with Gender@Work and King's College. More than 20 hours of learning covered inclusive leadership and systems change. Gender equality featured in 52% of the Administrator's and 50% of the Associate Administrator's public statements.

Integration and specialization: UNDP continued to strengthen its gender architecture through agile, multidisciplinary teams. The global Gender Team remained central to coordination and technical support, while country offices enhanced both vertical and horizontal collaboration.

Continuous learning and innovation: The first round of the EQUANOMICS Global Learning Lab on Gender Equal Economies brought together 60 economists to explore fiscal policy, labor markets, climate, and social norms. Familiarity with these topics rose from 25% to 68%, and confidence in engaging government partners increased from 45% to nearly 80%. UNDP also paired 17 country offices with leading female economists to support innovation in care systems, macroeconomic modeling, and gender-responsive budgeting.

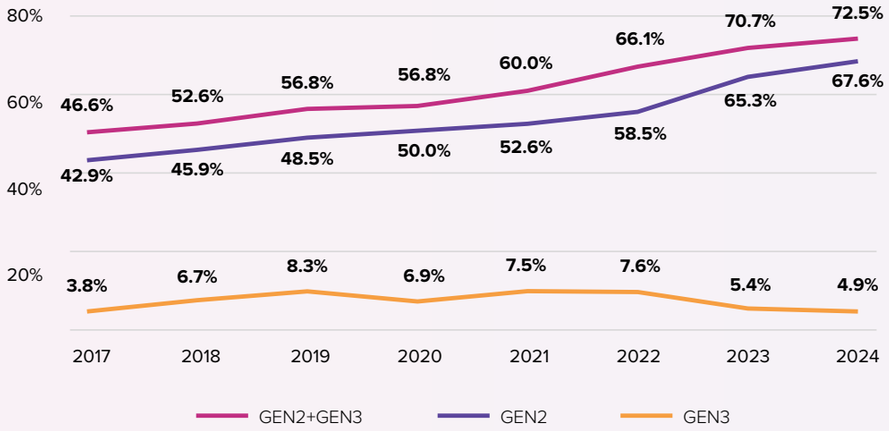
An equal and inclusive culture: UNDP's Speak Up Culture initiative promoted inclusive, respectful workplaces. Piloted in 12 offices, it reached 2,000 personnel. To strengthen prevention and response to sexual harassment and exploitation, 94% of staff completed mandatory training. Over 4,000 personnel—including all Resident Representatives and 181 focal points—were trained across 50 country offices. UNDP achieved full gender parity across all staffing levels by December 2024. However, gaps remain at specific grades. The SPARK Programme supported 117 women in career development, with 88% completing the course and 33% reporting positive career changes.

Matching ambition with financial resources: UNDP allocated 73% of expenditures to gender equality in 2024—5% to GEN3 and 68% to GEN2—surpassing the 2024 milestone and achieving the 2025 target of 70%. Around 65 country offices eliminated gender-blind (GEN0) expenditures.

Accountability: The Gender Steering and Implementation Committee, chaired by the Administrator, met twice in 2024. It endorsed a new Funding Windows package for EQUANOMICS and emphasized UNDP's role in addressing backlash against women's rights. The committee was recognized by the UN Gender Equality Acceleration Plan working group as a model for other agencies. UNDP's Advisory Circle of civil society and external experts met twice in 2024 to guide implementation of the Gender Equality Strategy. Discussions focused on progress, backlash, and UNDP's role in defending women's rights.

Communications for advocacy: In The Gender Equality and Women's Empowerment Community of Practice hosted 17 global sessions with nearly 2,400 participants from over 100 country offices. Topics included gender in crises, energy, AI, and digitalization. The Snapshot knowledge-sharing series shared insights from 31 offices. UNDP's global campaign, Building Gender Equal Economies, reached millions. The campaign video became the most watched on UNDP's YouTube channel, with nearly 1 million views. An op-ed on CNN.com, co-authored

Global percentage of GEN2 and GEN3 expenditures, 2017–2024



Source: UNDP Atlas and Quantum 2025. W

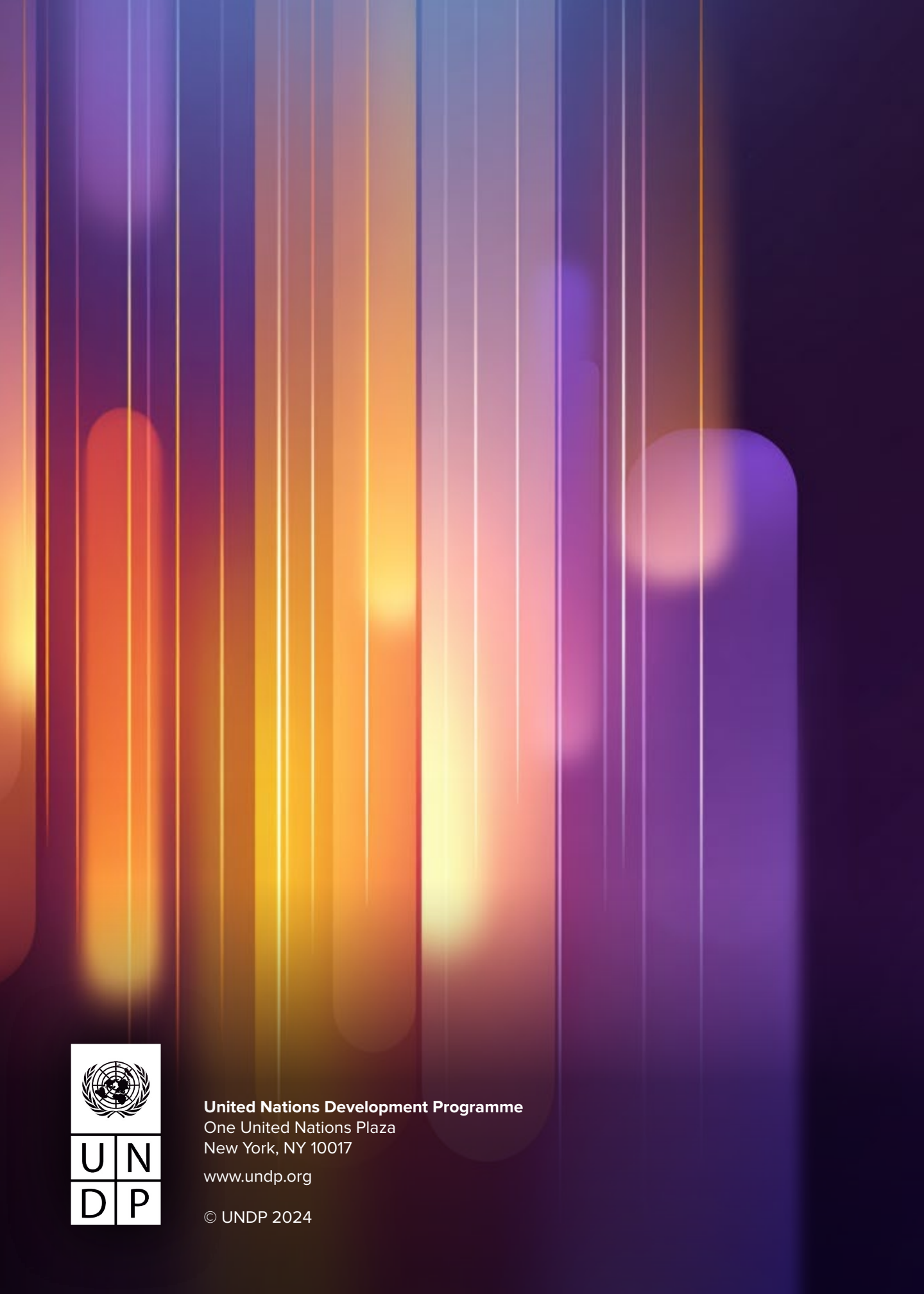
As UNDP transitions to the new Strategic Plan 2026–2029, it draws strength from significant, concrete progress made through three years implementing the Gender Equality Strategy 2022–2025 – which has shown that centering structural changes for gender equality is a driver for transformation.

LOOKING AHEAD

UNDP will continue to support positive changes for women's empowerment and opportunity, including by:

- Integrating gender equality into efforts to reduce poverty
- Reforming fiscal policies and structures to promote inclusive economies
- Expanding comprehensive care systems
- Strengthening civic space and influence of women's organizations
- Elevating women's leadership at the forefront of crisis recovery, peacebuilding and a green transition
- Equipping public institutions and public officials with capacities for reforms and services that meet the needs of all

UNDP will continue to learn from experience, adapt boldly, and push beyond comfort zones to challenge norms, shift power structures, and build a world where gender equality is not only a goal—but a lived reality.



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